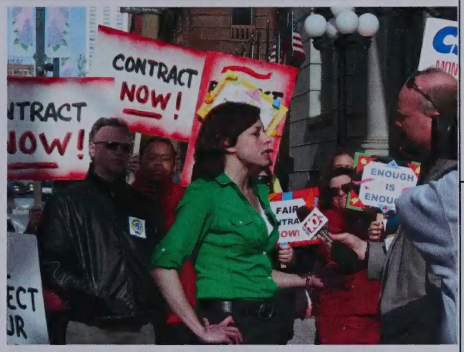
Handout to NEB Detroit MI

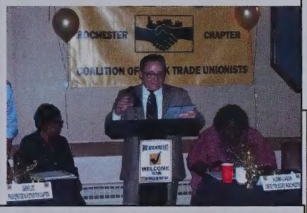
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
May 10, 2012

ROCHESTER–FINGER LAKES
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.



April 17 – Another rally for a Fair Contract at the Monroe County building with CSEA. Courtney Brunelle speaks to the media. ←

May 6 – Metro Justice Annual Dinner celebrating the Occupy Movement and recognizing Jim Schmidt and the Band of Rebels. Pictured; Denise Young & husband Jim Schmidt.

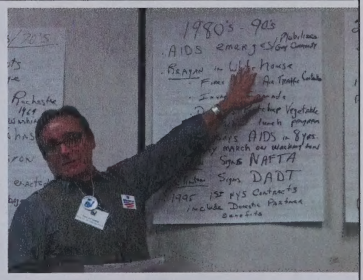


May 2 - SUNY Brockport visibility and messaging workshop for student leaders and the Women's Studies program.

May 8 - Equality & Justice Day in Albany.

Apr 20 - Tom Privitere, Pride at Work Vice President accepts the Bill Lucy Award at the 12th Annual CBTU Dinner at Rick's Prime Rib House Photo by Ove

5/9/2012



April 30 – Workers Memorial ceremony at Highland Park.

May 5 – ***Pride at Work; Union Proud***. We presented an Informational Workshop for GLBT workers, Allies & Unions. Buffalo is hoping to start a Pride at Work chapter.

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.
www.prideatwork.blogspot.com or 'like' us on Facebook
Membership is $25.00 annually or $100.00 Organizational membership. Send to Pride at Work RFL, 167 Flanders St Roch 14619

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
April 12, 2012

March 15 – Our Pride at Work True Colors Recognition dinner honoring Linda Donahue was a huge success. The 'Workin' It' Fashion show combined a little labor history and fashion as a way to pay homage to Linda's passion and dedication for labor education and history. We also recognized Ove Overmyer for his many contributions to the labor movement. Thanks to our attendees and sponsors!

March 25 – We attended and provided signs for the Trayvon Martin Million Hoodie rally. Several thousand people marched in unity for peace and justice for Trayvon and America.

March 30 – "I Must Protest" signs and visibility workshop for the CSEA Region 6 Women's Conference at Woodcliff for 150 people.

March 23 – Zola Brown and I went to Albany together to attend the NYS AFL-CIO constituency group meeting.

March 24 - Attended the Annual ALF meeting at MCC.

April 4 – Attended the Finger Lakes Labor Council annual meet and greet.

March 13 – Rally for a Fair Contract at the Monroe County building with FSW & CSEA.

Angela Blue, Susan Woods & Tom Privitere. Photo by Bess Watts

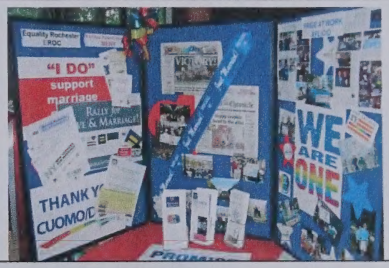
April 3 – We have been asked to assist in the formation of a chapter of Pride at Work in Buffalo. We met in Batavia to discuss training on May 5th in Buffalo for union members who are interested in learning about the unique needs of LGBT union members.

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.
www.prideatwork.blogspot.com or 'like' us on Facebook
Membership is $25.00 annually or $100.00 Organizational membership. Send to Pride at Work RFL, 167 Flanders St Roch 14619

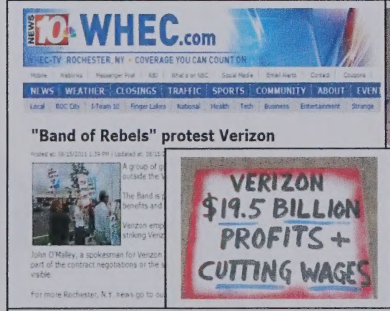
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
September 8, 2011

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

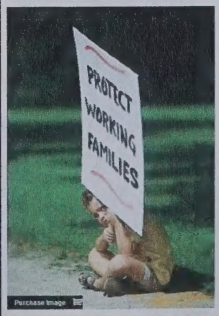
Attention Delegates – since we last met…June vacation in Utah – ***Marriage Equality passed in New York*** - Medicare's 46th birthday - Gay Pride Parade & Grand Marshal In July – in early August Monroe County presented a Proclamation – Several rallies, including 'No Bank Left Behind" – PAW President elected to the National Executive board …now on to the regular report.



Aug 28 -- MENY/PAW Display at the Same Sex Wedding Expo at Carey Lake in Macedon.



Aug 15 Provided signs for the "Band of Rebels" Verizon rally
Aug 25 – 28 CBTU Region 1 Conference in Albany
Aug 27 – Motorcycle Rally for Jobs
Aug 31 - Marriage Equality Volunteer Recognition event at Shea's on East Ave.
Sept 5 – Labor Day Parade – provided signs for IRS Protest



There was a constant honk of car horns Saturday morning as motorists passed Irondequoit Town Hall.

About three dozen people gathered along Titus Avenue, waving signs and flags, to encourage Rep. Ann Marie Buerkle, R-Onondaga, Onondaga County, to support the creation of jobs in the region, rather than a reduction of spending on federal programs such as Social Security and Medicare.

"This is a crazy time to be making cuts in federal programs; cuts there mean cuts in jobs," said John Keevert, 67, of Brighton. "We should be investing in jobs."

About five motorcyclists, including Charlie Hayward, 41, of Rochester, drove from Irondequoit to Syracuse on Saturday as part

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.
www.prideatwork.blogspot.com or 'like' us on Facebook

Pride at Work:
WHAT'S BEER GOT TO DO WITH IT?

By Bess Watts, President, Pride at Work Rochester/Finger Lakes chapter

LGBT rights in the workplace – what's beer got to do with it? It turns out, a lot.

Maybe not the beer so much as the social connections that happen when you share a beer with other union members, like bricklayers, communication workers and teamsters, who are usually straight and clueless about LGBT issues. It turns out that creating social change is about making relationships, changing people's minds one person at a time.

Fortunately for me, I like beer and so willingly, enthusiastically even, I sit with the union guys and gripe about the economy and joke about life at home with the spouse. Once in a while I seamlessly drop in a consciousness-raising statistic or fact that reveals how vulnerable LGBT workers are to discrimination on the job and what the lack of benefit equity or family healthcare access means to LGBT workers and their families. Eventually we have the tough discussions – why marriage trumps civil unions, why transgender people need ENDA protections and what happens financially to same sex couples, denied legal marriage, if their partner has a catastrophic illness.

You can see it in their faces when these union guys finally get it – that LGBT employees are just like themselves, wanting a decent living, wanting to protect their homes and families. Suddenly they realize that LGBT rights are worker rights, not special rights.

From the top levels, unions support LGBT equality issues, including marriage. But what the voter-approved Proposition 8 mess in California taught us is that real social equality starts from the bottom up. Legislators and organization leaders may be on board, but if your coworkers, neighbors or barber don't see the light, you are not equal. This is where it matters, these are the people who touch you and who you touch.

So pour a beer (or chai tea) and talk to someone new about your life, your family, your civil rights and your hopes for the future. Activism isn't so hard. Cheers!

Clearing the FOGG:
ELECTION DAY

[redacted] *By Jo Meleca-Voigt*

PRIDE AT WORK
AFL-CIO
ROCHESTER
FINGER LAKES

We are gay, lesbian, bisexual and transgender labor

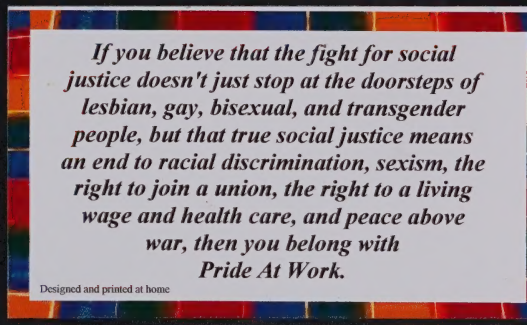
Bess Watts
President

Meetings First Thursday of each month @ 5:30 PM:
167 Flanders Street
Rochester NY 14619

Cell: 585-770-4714
Home: 585-426-0862
E-mail: besswhat@gmail.com

Stand Up, Speak OUT, Be Proud
http://www.prideatworkrfl.com/

out and Organizing


If you believe that the fight for social justice doesn't just stop at the doorsteps of lesbian, gay, bisexual, and transgender people, but that true social justice means an end to racial discrimination, sexism, the right to join a union, the right to a living wage and health care, and peace above war, then you belong with
Pride At Work.
Designed and printed at home

CONGRATULATIONS *on your Marriage!*

To honor this special occasion, the U.S. Government is happy to present to you:

A HETEROSEXUAL MARRIED COUPLE RECEIVES:

- Access to Social Security after spouse's death
- Access to health insurance through spouse's workplace
- The right to custody of children after divorce
- Visitation rights for non-biological children
- Joint parenting rights, such as access to children's school records
- Bereavement leave after death of a spouse
- Burial determination after the death of a spouse
- Domestic violence intervention
- Sick leave to care for spouse or non-biological child
- Legal validation of a long-term relationship
- Ability to live in neighborhoods deemed "families only"
- Access to life insurance in spouse's workplace
- Access to survivor benefits in case of emergency
- Access to spouse's crime victim's recovery benefits
- Ability to file wrongful death claims
- Right to shared property, child support, and alimony after divorce
- Ability to file joint home and auto insurance policies
- Joint rental leases with automatic renewal rights if spouse dies or leaves
- Access to adopting children
- Automatic inheritance of shared assets after spouse's death
- Automatic inheritance of retirement savings tax-free after spouse's death
- Automatic exemption of property tax increases on shared assets gained after spouse's death
- Ability to file joint tax returns
- Access to tax breaks for married couples
- Veterans discounts based on spouse's armed forces status
- Assumption of spouse's pension after death
- Ability to file joint bankruptcy
- Ability to collect unemployment benefits after leaving a job to relocate because of spouse's job move
- Ability to transfer property from one spouse to another without transfer tax consequences
- Access to fostering children
- Automatic next-of-kin status for emergency medical decisions and hospital visitation status
- Immigration and residency priority for spouses from other countries
- Ability to invoke spousal privilege in a court of law
- Access to reduced rate memberships at health clubs, social clubs, organizations
- Prison visitation rights

A SAME-SEX COUPLE RECEIVES:

Gay and Lesbian Identity Development Model (Cass Identity Model)

COMING OUT is a life – long process of exploring one's sexual orientation and Gay / Lesbian identity and sharing it with family, friends, co-workers and the world. It is one of the most significant developmental processes in the lives of LGBT people. Coming Out is about recognizing, accepting, expressing and sharing ones' sexual orientation with oneself and others.

Stage 1: Identity Confusion
This is the "Who am I?" stage associated with the feeling that one is different from peers, accompanied by a growing sense of personal alienation. The person begins to be conscious of same-sex feelings or behaviors and to label them as such. It is rare at this stage for the person to disclose inner turmoil to others.

Stage 2: Identity Comparison
This is the rationalization or bargaining stage where the person thinks, "I may be a homosexual, but then again I may be bisexual," "Maybe this is just temporary," or, "My feelings of attraction are simply for just one other person of my own sex and this is a special case." There is a heightened sense of not belonging anywhere with the corresponding feeling that "I am the only one in the world like this."

Stage 3: Identity Tolerance
In this "I probably am" stage, the person begins to contact other lgbt people to counteract feelings of isolation and alienation, but merely tolerates rather than fully accepts a gay or lesbian identity. The feeling of not belonging with heterosexuals becomes stronger.

Positive contacts can have the effect of making other gay and lesbian people appear more significant and more positive to the person at this stage, leading to a more favorable sense of self and a greater commitment to a homosexual self-identity.

Stage 4: "Identity Acceptance"
There is continued and increased contact with other gay and/or lesbian people in this stage, where friendships start to form. The individual thus evaluates other lesbian and gay people more positively and accepts rather than merely tolerates a lesbian or gay self-image. The earlier questions of "Who am I?" and "Where do I belong?" have been answered.

Coping strategies for handling incongruity at this stage include continuing to pass as heterosexual, and limiting contacts with heterosexuals who threaten to increase incongruity (e.g. some family members and/or peers). The person can also selectively disclose a homosexual identity to significant heterosexuals.

Stage 5: "Identity Pride"
This is the "These are my people" stage where the individual develops an awareness of the enormous incongruity that exists between the person's increasingly positive concept of self as lesbian or gay and an awareness of society's rejection of this orientation. The person feels anger at heterosexuals and devalues many of their institutions (e.g. marriage, gender-role structures, etc.) The person discloses her or his identity to more and more people and wishes to be immersed in the gay or lesbian subculture consuming its literature, art, and other forms of culture. For some at this stage, the combination of anger and pride energizes the person into action against perceived homophobia producing an "activist."

Stage 6: "Identity Synthesis"
The intense anger at heterosexuals -- the "them and us" attitude that may be evident in stage 5 -- softens at this stage to reflect a recognition that some heterosexuals are supportive and can be trusted. However, those who are not supportive are further devalued. There remains some anger at the ways that lesbians and gays are treated in this society, but this is less intense. The person retains a deep sense of pride but now comes to perceive less of a dichotomy between the heterosexual and gay and lesbian communities. A lesbian or gay identity becomes an integral and integrated aspect of the individual's complete personality structure.

Adapted from Vivian Cass (1979, 1984, 1990). In Ritter and Terndrup (2002)
Handbook of Affirmative Psychotherapy with Lesbians and Gay Men